

**CG-09-01**

## **EQUAL OPPORTUNITY AND EQUAL EMPLOYMENT OPPORTUNITY**

I am personally committed to ensuring Equal Opportunity and Equal Employment Opportunity for all soldiers, employees, and applicants for employment at White Sands Missile Range. It is the right of all people to be protected from discrimination in employment regardless of race, color, religion, sex, national origin, age, or mental or physical disability.

Equal opportunity and employment opportunity are the responsibility of each soldier and member of the White Sands' team and in particular the leadership. All directors, managers, supervisors, and military leaders will support the principles of equal opportunity, equal employment opportunity, and affirmative action when making personnel decisions.

Discrimination and sexual harassment, whether real or perceived, affect soldier and employee morale and well-being, interfere with mission accomplishment, and have a negative impact on readiness. Employees who want to file a formal complaint of harassment and preserve their legal rights must contact the Equal Employment Opportunity Office within 45 calendar days of the occurrence. Discriminatory practices interfere with duty performance by creating a hostile, intimidating, or offensive work environment. Discrimination, sexual harassment and adverse treatment of employees because they report harassment or provide information related to complaints will not be tolerated.

I charge all leaders with the responsibility to prevent discrimination and sexual harassment. Ensure your soldiers and employees know and understand the laws regarding equal opportunity, equal employment opportunity, and sexual harassment. All of us must be cognizant of activities going on within our organizations and take swift and appropriate action when necessary to correct injustices.

It is crucial we continue our support of equal opportunity and equal employment opportunity during these times of change and uncertainty.

This guidance supersedes CG-15-99.

**WILLIAM F. ENGEL**  
Brigadier General, USA  
Commanding

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